

2023 ILLINOIS SOIL AND WATER CONSERVATION DISTRICTS EMPLOYEE ASSOCIATION

Mission Statement: We, the ISWCDEA, are committed to providing quality information, communication, education, training, and representation to all District personnel. We, as a team, will further promote legislative contact and continue cooperation with our partners.

Vision: A professionally established work group committed to the wise use and conservation of natural resources.

**OBJECTIVE I: Financial and Program Stability**

- Continue to advocate for employee benefits.
- Work to ensure adequate financial resources for Districts and the programs they administer.
- Work to continue employee health insurance coverage.
- Work to obtain a retirement program for each county.

**OBJECTIVE II: Communications**

- Implement an effective communication system between ISWCDEA and District employees.
- Communicate effectively with elected officials.
- Implement an effective communication system with partner agencies and organizations.

**OBJECTIVE III: Employee Education and Training**

- Make sure adequate training is offered to all employees.
- Work with partners to ensure that Illinois Conservation Programs are effective.

Approved by the Illinois Soil and Water Conservation District Employee Association Board of Directors at the February 2, 2023 Regular Board Meeting.

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Rebecca Taylor, Co-Chair

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Sarah Earles, Co-Chair

**Objective I: Financial and Program Stability**

WORK ITEMS	RESPONSIBLE PARTIES	DATE TO COMPLETE	ACCOMPLISHMENTS
Maintain list of discounts available to employees	ISWCDEA Board	On-going	
Monitor AISWCD Resolutions and their effects on employees. Make specific recommendations as deemed necessary.	ISWCDEA Co-Chairs	June	
Coordinate fundraising efforts at Summer Conference and Winter Training.	Fundraising Committee	On-going	
Continue to advocate for employee benefits including: Health Insurance for employees Retirement Program for employees	Insurance Committee		
Advocate for funding levels to maintain an AC and RC in each office.	ISWCDEA Board		
Work with AISWCD and others to develop the most effective programs using Illinois Partners For Conservation funds.	ISWCDEA Board		
Strengthen communications with partners, which include: USDA-NRCS, IDNR, IEPA, IDOA, AISWCD, NACD, Illinois Buffer Partnership. This will include reviewing & updating memoranda of cooperation as needed.	Co-Chairs		

<b>OBJECTIVE II: Communications</b>			
<b>WORK ITEMS</b>	<b>RESPONSIBLE PARTIES</b>	<b>DATE TO COMPLETE</b>	<b>ACCOMPLISHMENTS</b>
Facilitate immediate problems and concerns as identified by SWCD employees	ISWCDEA Board	On-going	
Provide support to AISWCD through focus area groups and task force participation.	ISWCDEA Board	On-going	
Review by-laws and make recommended changes as deemed necessary.	ISWCDEA Board	September	
Maintain ISWCDEA Policy and Procedures Manual and communicate these policies and procedures to employees annually.	ISWCDEA Board	On-going	
Provide support for and encourage participation in the Illinois Envirothon.	ISWCDEA Board	On-going	
Assist AISWCD and SWCD's in communicating with elected officials. This includes working with AISWCD and others on legislative issues.	Co-chairs	On-going	
Publish a web page for employees and keep the page updated.	ISWCDEA Board	On-going	
Provide support to USDA-NRCS through participation in Civil Rights, State Technical and Training, Safety & Health Committees.	Melissa Cauble, Spring Duffey, & Thad Eshleman	On-going	
Arrange a meeting of the "Conservation Partners" to discuss working relationships.	Co-Chairs	On-going	

<b>OBJECTIVE III: Employee Education and Training</b>			
<b>WORK ITEMS</b>	<b>RESPONSIBLE PARTIES</b>	<b>DATE TO COMPLETE</b>	<b>ACCOMPLISHMENTS</b>
Encourage and assist employees in obtaining certifications such as CPESC and IAAP.	ISWCDEA Board	On-going	
Encourage and assist employees through Winter Training, Summer Conference & other sessions in obtaining engineering job approval authorities.	ISWCDEA Board	On-going	
Sponsor Winter Training for District Employees. Try to incorporate core courses needed by employees with Winter Training.	ISWCDEA Board	December	
Work with the BLWR and AISWCD to offer employee and Director workshops at Summer Conference. Try to incorporate core courses needed by employees with summer conference.	ISWCDEA Board	June	
Establish a mentoring program for new employees.	IDOA/BLWR Regional Reps	On-going	
Post Employee Guide on ISWCDEA website. Keep Guide updated.	ISWCDEA Board/Renee Weitkamp		
Review training now available for new employees and make recommendations for any additional materials, etc.	ISWCDEA Board		
Encourage employees to utilize the Training Needs Inventory for all training needs (not just NRCS related needs)	ISWCDEA Board		